



# GENDER PAY GAP REPORT

April 2023



# Introduction - Gender Pay Gap April 2023



At Buzz we aim to provide a strong and safe community atmosphere where customer from every background can enjoy our entertainment and food and drink offering - irrespective of their hugely diverse backgrounds. To achieve this successfully, we recognise that our remarkable colleagues across the organisation must mirror those diverse backgrounds.

We have worked hard to ensure our values framework is truly driving the culture of the organisation, values that are built bottom up and signed off by our colleagues as a true representation of who we really are and how we want to behave. Equal opportunities, dignity and respect are at the heart of our values, and we continually strive to improve our performance here, including in delivering fair and equal pay.

Post Pandemic, we introduced a Hybrid working trial for all our Support Centre colleagues, we are pleased to announce that the trial was successful and following a full review of the scheme and feedback from our Colleagues, the decision was taken to make this a permanent arrangement. Colleagues can now choose to work from home or from one of our offices to suit the needs of their job role and the requirements of the business.

We, unfortunately, also saw a restructure of our support centre Colleagues that led to a reduction in headcount of approximately 10%.

We are pleased to confirm in the period, we have achieved good progress in decreasing the gender pay gap across both mean and median rates of pay and bonus pay.

Whilst pleased with the progress, we recognise that our overall gap is driven by more men in the most senior positions and an under representation of senior female colleagues despite us employing more women than men in total. We recognise that there is still much more work to do in this area, we are committed to doing so, especially improving the representation of more women in the most senior roles in our business.



Dominic Mansour  
Chief Executive Officer  
Buzz Group Limited

# Gender Pay Gap – Hourly Rates & Bonus Payments



## Hourly Pay Gap –

Each year we are required to report the difference paid to males and females in the organisation that shows the average pay for the workforce.

The Colleague split is 63% female and 37% male, of which 68% females are part-time compared to 46% of male. The most senior roles are occupied with male Colleagues which drives the difference in the pay gap.

We have seen a decrease across both the mean and median rates of pay taking us in the right direction to make a difference.

## Bonus Pay Gap –

Throughout the year we had in place several incentive schemes which allowed Colleagues the opportunity to be rewarded and receive bonuses on their achievements.

We have made a decrease in the bonus pay gap but due to males in the more senior positions there is still a gap that we can work on lowering.

## Hourly pay gap

Difference in <u>Mean</u> hourly rate of pay (Decrease of 4.06% on last year)	19.75%
Difference in <u>Median</u> hourly rate of pay (Decrease of 0.66% on last year)	1.9%



## Bonus pay gap

**Bonus received**  
**95%**  
(Increase of 6.1%)



**Bonus received**  
**96.2%**  
(Increase of 5.8%)



**Mean** 66.3%  
(Decrease of 18.2%)  
**Median** 29.2%  
(Decrease of 0.7%)

# Gender Pay Gap – Pay Quartiles

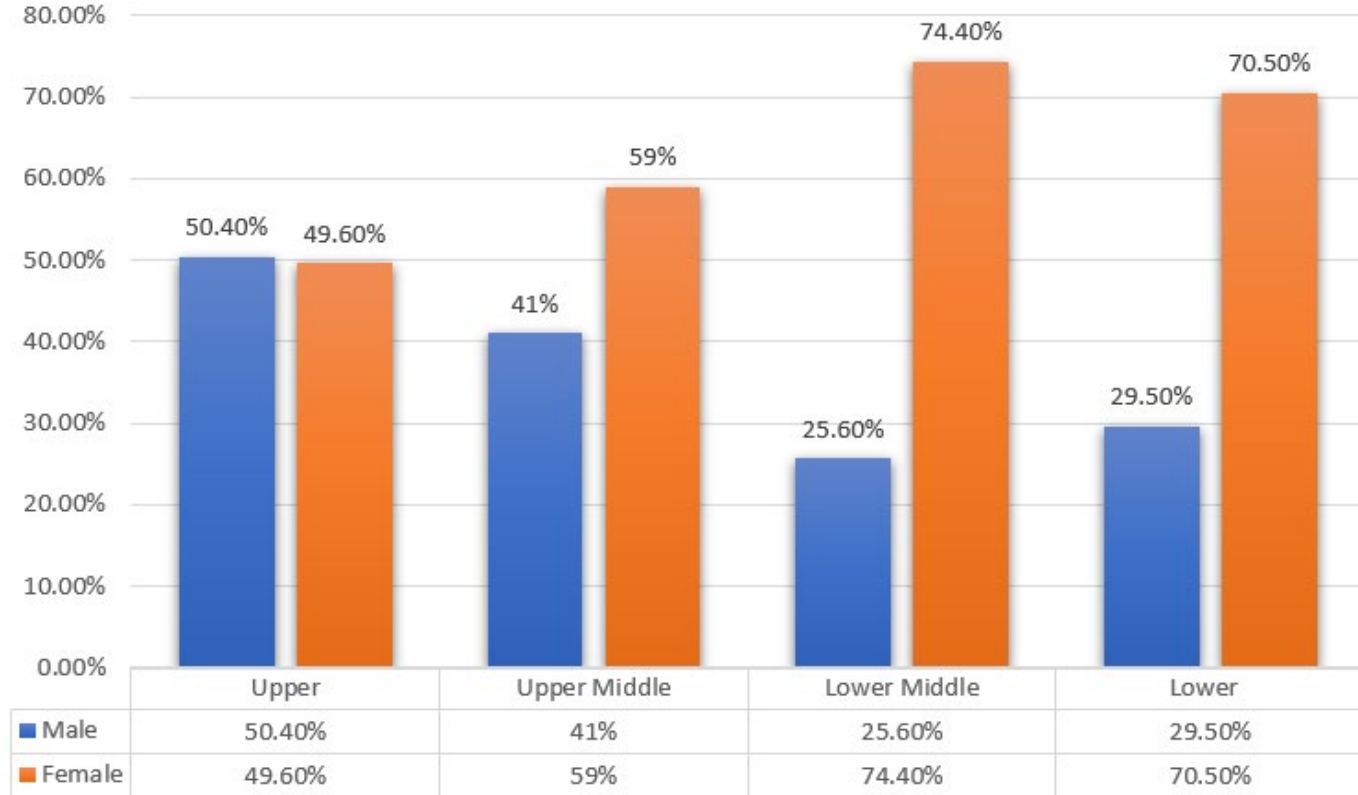


Each year we strive to reduce the pay gap for our Colleagues, this year we have reduced the gap in the Upper, Upper Middle and Lower Quartiles with a 0.3% increase in the Lower Middle due to the majority of our female Colleagues being in part time roles within our Retail clubs.

Our commitment will be to continue to reduce the gap over all quartiles.

	Male	Number of Colleagues	Female	Number of Colleagues
<b>Upper</b>	50.40%	293	49.60%	288
<b>Upper Middle</b>	41%	239	59%	343
<b>Lower Middle</b>	25.60%	149	74.40%	433
<b>Lower</b>	29.50%	172	70.50%	410

## Gender Pay Gap - Pay Quartiles



# Apprenticeships



We continue to build on our Apprenticeship programmes and are revising our approach for 2023-2024. We will be looking at a range of different providers and a wider range of courses to give us the best options for our Colleagues.

We have had a total of 11 Colleagues complete the apprenticeship programme, 3 male and 8 female.

We have a further 11 Colleagues currently working on their apprenticeship programme, 1 male and 10 female.

## Current Apprenticeships

Apprenticeship	Female	Male	Total
CIPD Foundation Certificate in People Practice L3	1	0	1
Learning and Development Practitioner L3	1	0	1
Customer Services L2	5	0	5
Customer Services L3	2	0	2
Facilities Management Supervisor L3	1	0	1
Digital Marketing L3	0	1	1
Totals	10	1	11

## Completed Apprenticeships

Apprenticeship	Female	Male	Total
Data analyst, Level: 4	0	1	1
Assistant accountant, Level: 3	0	1	1
Junior Content Producer, Level: 3	1	0	1
Customer Services L2	2	0	2
Customer Services L3	4	1	5
Production chef, Level: 2	1	0	1
Totals	8	3	11



Remarkable  
People 

